

HQMC
21 Feb 96

E R R A T U M
TO
MCO 5000.12D
MARINE CORPS POLICY ON PREGNANCY AND PARENTHOOD

1. This erratum is issued to include enclosure (1) with the basic order.

PCN 10207020880



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
2 NAVY ANNEX
WASHINGTON, DC 20380-1775

MCO 5000.12D
MPP-55
4 Oct 95

MARINE CORPS ORDER 5000.12D W/CH 1, 2, AND ERRATUM

From: Commandant of the Marine Corps
To: Distribution List

Subj: MARINE CORPS POLICY ON PREGNANCY AND PARENTHOOD

Ref: (a) SECNAVINST 1000.10
(b) MCO P1700.24A
(c) BUMEDINST 6320.1D
(d) MCO P1900.16D
(e) OPNAVINST 3710.7P
(f) MCO 1740.13A
(g) MCO P1080.40
(h) MCO P1300.8R
(i) MCO 1001.45F
(j) MCO P1040.31G
(k) MCO P1040R.35B
(l) MCO P1050.3G
(m) MCO p1020.34F

Encl: (1) Format for Notification of Commanding Officer

1. Purpose. To establish Marine Corps policy and procedures concerning the retention, assignment, and separation of pregnant Marines and the requirement to support all Marines making decisions which balance both their commitment to the Marine Corps and their parental responsibilities.

2. Cancellation. MCO 5000.12C.

3. Background

a. Reference (a) provides the first DON policy for all military personnel, both Active Component and Reserve, except midshipmen, on pregnancy and issues related to pregnant service-members. It builds positively on existing programs while maintaining operational readiness.

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b. DON policy is that pregnancy is a natural event that can occur in the lives of Marines and Sailors, and is not a presumption of medical incapacity. Pregnancy and parenthood are compatible with a naval service career. However, there are responsibilities that come with parenthood, and for those in uniform, these responsibilities require even more careful consideration and planning due to military commitments. Marines are expected to balance the demands of a service career with their family responsibilities.

c. Pregnancy could affect a command's operational readiness by temporarily limiting a Marine's ability and availability to perform all assigned tasks. Therefore, pregnancy requires the establishment of policy and procedures to ensure the health and welfare, appropriate counseling, and administrative support of pregnant Marines. All Marines will be educated on family responsibilities and afforded ample opportunity to explore the broad range of medical, legal, financial, and emotional obligations parenthood entails.

d. Reference (a) also establishes a requirement for the collection of objective data and analysis of information for use in guiding the evaluation of future pregnancy policy decisions.

4. Policy

a. The health care needs of pregnant Marines and Sailors serving with the Marine Corps will be met in a manner to accommodate their welfare and career needs to the greatest extent possible, consistent with the demands of service.

b. Per reference (b), appropriate family life education and counseling will be made available at Family Service Centers (FSC) throughout the Marine Corps to assist those who seek it in planning for and carrying out the responsibilities of parenthood.

c. A Marine who suspects she is pregnant is responsible for promptly confirming her pregnancy through testing by an appropriate medical provider and informing her commanding officer within 30 days of confirmation.

d. A Marine reassigned due to pregnancy will be returned to the same billet, whenever possible, in the same command, or to an equivalent billet in a command of the same type duty, following the pregnancy and any related convalescent leave and period of deferment. PCS or TAD orders for school or special duty (recruiting, DI, etc.) that were cancelled due to pregnancy will be reissued following the pregnancy and any related convalescent leave if the Marine otherwise remains qualified and assignment requirement still exists or school seat is available. Competitive selection boards will reconsider the Marine during the next scheduled session. Applications, as required, must be resubmitted by the Marine per applicable MCO's.

e. A pregnant active duty Marine with no dependents may reside in bachelor quarters for her full term. Upon her request and consistent with the needs of the Marine Corps, the host commander may authorize a pregnant Marine to occupy off-base housing and be paid BAQ and VHA (if applicable at the "without dependents" rate) prior to her 20th week of pregnancy. However, from the 20th week forward, the host commander will approve such a request without option. All approvals for allowances will be filed on the document side of the Marine's SRB/OQR.

f. Per reference (a), active duty Marines and Sailors assigned to imminently deploying units or positions (defined as scheduled to deploy within 3 months) will be given priority over other active duty personnel receiving routine OB/GYN care in all DON medical facilities.

g. Active duty Marines may obtain OB/GYN care at civilian hospitals in limited circumstances per reference (c). This is not a routine option, and Marines should be familiar with the specific procedures for seeking civilian care so as not to end up with significant financial liability for which there is no reimbursement. Reservists are not eligible for this care unless they are serving on active duty for 31 consecutive days or longer.

h. Medical limitations and/or assignment restrictions, or periods of absence because of pregnancy or associated medical care, will not be the basis for lower proficiency and conduct marks, lower marks or adverse fitness reports.

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i. A pregnant Marine may request separation from active duty or the SMCR per reference (d). Requests will not normally be approved unless the Marine demonstrates extenuating circumstances, or it is otherwise considered to be in the best interests of the Marine Corps.

j. Marines may not be involuntarily separated on the basis of pregnancy or on prediction of future performance after the birth of a child. However, pregnancy does not bar processing for separation for other reasons under the appropriate paragraph of reference (d). For example, a pregnant Marine who is being processed for separation based on misconduct or commission of a serious offense may still be separated on the latter basis.

k. Marines will be afforded the opportunity to take advantage of available legal assistance for advice regarding their options in establishing paternity or seeking child support.

l. Pregnant Marines will not participate in contingency operations nor will they deploy for operations aboard naval vessels. Pregnant Marines may participate in local disaster relief operations if medically authorized.

m. Flight personnel are grounded during pregnancy per reference (e) unless a medical clearance to continue flight status is granted by the CMC (ASM). Per reference (e), waivers may be granted for aircraft other than single-piloted aircraft, ejection seat aircraft, high performance aircraft that will operate in excess of two G's, and aircraft involved in shipboard operations. Participation in aviation physiology, aviation water survival, or other survival training programs is not permitted.

5. Education of Marines

a. The decisions surrounding parenthood and family matters can best be made in an environment of concerned leadership. Military responsibilities require command attention to help Marines fulfill their sense of duty to their units and also meet family responsibilities.

b. The Marine Corps will provide education on the responsibilities of parenthood and the policies contained in this

Order to all Marines initially upon entry into the Marine Corps and then repeatedly throughout a Marine's service in the Corps.

c. Information concerning the many issues, demands, and responsibilities of pregnancy and parenthood will be made readily available and widely disseminated via FSC's, medical treatment facilities, chapel programs, legal assistance offices, and child development programs.

d. Staff at the FSC and chaplains are available to provide counseling in preparation for pregnancy and parenthood, as well as ongoing support and counseling for families to help them meet the requirements of the workplace and home. Services such as the New Parent Support Program, marriage preparation workshops, and personal financial management classes are available. Participation in these and similar programs should be highly encouraged for all Marines facing these challenges.

e. A Marine, Active Component or Reserve, who becomes a single parent or who is part of a dual military couple and becomes a parent, must complete a Family Care Plan per reference (f).

6. Reporting Requirements

a. A Marine whose pregnancy is confirmed will be reported into the Marine Corps Total Force System (MCTFS) per reference (g). Duty limitations for a pregnant Marine will be reported as DU LIMIT PREGNANCY (limitation code "N") for the period of pregnancy, and DU LIMIT MEDICALLY NONDEPLOYABLE (limitation code "D") for the convalescent period following pregnancy. Medical certification will be the source document for all diary entries related to pregnancy.

b. A Marine joined to a Status of Resources and Training System (SORTS) reporting unit and whose pregnancy is confirmed will be reported into SORTS as nondeployable per reference (h). She will remain in a full duty status until a medical officer certifies that full duty is medically inadvisable.

7. Notification Procedures. All pregnant Marines, regardless of component/grade (except IRR and Standby Reserve Marines), will

notify their commanding officers/Commanding General, Marine Corps Reserve Support Command (the latter by Individual Mobilization Augmentee (IMA) personnel only) in writing within 30 days of medical certification of pregnancy. The notification will be formatted per the enclosure and include:

a. A medical certificate of pregnancy, to include the estimated date of delivery and a determination as to whether any medical reasons exist which make remaining in a full-duty status or in the Marine Corps Reserve inadvisable. For purposes of this Order, certification of pregnancy by a civilian physician is acceptable in the case of an SMCR Marine not on EAD.

b. A statement acknowledging the requirement to make arrangements for child care during regular working hours, duty, exercises, war or combat contingency deployment, etc., in the case of Marines on active duty, and child care arrangements during periods of active duty/inactive duty for training (ADT/IDT) and upon mobilization in the case of SMCR Marines. Single Marines and dual service couples who have dependents must develop a Family Care Plan per reference (f).

c. A statement by a Marine in the Active Component, Active Reserve (AR), or a Reserve Marine serving on EAD that she understands she remains otherwise eligible for reenlistment and will serve on active duty until the expiration of her active service obligation. An SMCR Marine will provide a statement that she will remain in the SMCR.

d. A statement that she understands she may request separation and remain eligible for maternity care until the birth of the child per reference (d). (Applicable to Active Component/AR Marines only.) If the Marine feels that extenuating circumstances exist which preclude further service, the notification should include a request for separation per paragraph 10 of this Order, but may be submitted after the initial notification. (Applicable to Active Component, AR, and Reserve Marines serving on EAD only.) In the case of the SMCR, when retention is deemed medically inadvisable, transfer to the IRR to satisfy the term of service for which the Marine is obligated is authorized.

e. A statement that she understands that she is available for worldwide assignment and that there is no guarantee of special consideration in duty assignments or duty stations based solely on her pregnancy or the fact that she will have a dependent, except as provided for in this Order. This statement is not applicable to a pregnant SMCR Marine.

f. A statement that she is aware of the limitations of eligibility for dependent housing and shipment of household goods (applies to Active Component, AR, and Reserve Marines serving on EAD as E-4's and below only).

g. A statement that the Marine will advise the command of any unexpected changes in her medical status and will return to full duty as soon as medically authorized.

h. A statement that the Marine understands that she must be prepared to pass the Marine Corps PFT and conform to acceptable weight standards no later than 6 months following return to full duty by a medical officer. Include a statement that the Marine will commence physical training as soon as medically authorized.

i. A copy of the notification letter will be retained in the Marine's SRB/OQR until after the birth of the child.

8. Extension of Active Duty/Reenlistment

a. Per reference (i), pregnant Reserve officers may apply for extensions of up to 1 year on their current period of obligated service.

b. Enlisted Marines, including AR Marines, who are pregnant may reenlist/extend provided they are otherwise qualified per references (j) or (k) and have complied with paragraph 7 of this Order.

9. Assignment/Deployability Limitations of Pregnant Marines

a. Pregnant Marines will not be ordered to a dependents-restricted tour. Reference (h) provides a 4 month deferment for female Marines, after the birth of a child, from deployment/assignment to a dependents-restricted tour and affords that same

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opportunity for a single parent, or one parent of a dual service couple in the case of adoption. This deferment may be waived by the Marine.

b. Pregnant Marines stationed in CONUS and Hawaii will not be detached after their 6th month of pregnancy. Specific instructions relating to PCS orders modifications/cancellations will be obtained from the CMC (MMEA/MMOA/RA, as appropriate).

c. Pregnant Marines serving overseas may be detached at their normal rotation tour date (RTD), even when that date occurs after the 6th month of pregnancy, if medical certification authorizing travel is obtained. Where apparent that the overseas tour of a pregnant Marine will be involuntarily extended because of her condition (e.g., delivery date approximates RTD), the CMC (MMEA/MMOA as appropriate) may authorize early termination of her tour. The CMC (MMEA/MMOA) will normally not approve early termination of an overseas restricted tour because of pregnancy where the Marine has completed less than 9 months of her tour unless directed by competent medical authority.

d. A Marine on an unaccompanied tour overseas, at a location which does not have adequate medical facilities or dependent housing, whose pregnancy is discovered once overseas or becomes pregnant during her tour, will be reassigned per reference (h) as soon as possible to another location which can provide adequate medical facilities and dependent housing. The new location may be another overseas location in order to receive credit for an overseas tour. A Marine has no actual entitlement to dependent housing until she actually has a dependent and only then if the CMC (MM) converts it to an accompanied tour per reference (h).

e. A Marine or Sailor assigned to a deployed Marine unit who is confirmed as being pregnant during deployment aboard ship will, at first opportunity, be sent TAD to the closest U.S. military facility that can provide OB/GYN care and returned to her unit's home base at the earliest opportunity via a medically authorized mode of transportation.

f. Pregnant Marines may deploy, in conjunction with advice from their medical care provider, when the mode of transportation does not involve transport aboard naval vessels and the deploy-

ment is other than a contingency operation (i.e., training deployments to Twentynine Palms, Unit Deployment Program to Okinawa/Iwakuni, etc.).

g. Pregnant Marines may not board or embark upon naval vessels, even when the naval vessel is tied to a pier, after the Marine's 20th week of pregnancy. Prior to her 20th week of pregnancy, a Marine assigned to a naval vessel may remain aboard when underway in limited circumstances at the discretion of the commanding officer of the ship. This is not designed to permit pregnant Marines to routinely operate at sea, but rather to provide commanding officers flexibility during short underway periods such as changes in ship's berth, ammo/stores/training anchorages, transits to and from local shipyards, etc., without being forced to transfer pregnant Marines from the ship. Pregnant Marines may get underway within these established limitations only when actually assigned to a ship as part of ship's company.

h. Per reference (e) pregnant flight personnel shall consult with their flight surgeon when they first suspect they are pregnant. Flight personnel are grounded during pregnancy unless a medical clearance to continue flight status is granted by the CMC (ASM).

(1) Request for flight or training waivers shall be originated by the pregnant Marine and forwarded to the CMC (ASM) via the appropriate chain of command and NAVAEROSPMEDINST (Code 42). The request shall be accompanied by a report from a local board of flight surgeons per the Manual of the Medical Department (MANMED).

(2) A local board of flight surgeons is able to issue an Aeromedical Clearance Notice (BUMED 6410/2) following their recommendation for waiver. This clearance notice is valid during the waiver review process until the waiver request is granted or denied by the CMC (ASM). Waiver requests are considered inappropriate for single-piloted aircraft, ejection seat aircraft, high performance aircraft that will operate in excess of two G's, and aircraft involved in shipboard operations.

(3) Following pregnancy and recovery, an Aeromedical Clearance Notice shall be issued prior to resumption of flight duties.

(4) Pregnancy of an air traffic controller is not considered physically disqualifying in itself. Duty modifications during pregnancy are expected and should be managed locally to accommodate local circumstances and the individual Marine's medical requirements.

i. A pregnant Reserve Marine will not be allowed to perform any periods of IDT or active duty (with or without pay) within 30 days of her anticipated date of delivery. The unit commander will excuse the Marine from attending IDT periods or annual training within this 30 day time period. Commanders will ensure that a pregnant Reserve Marine previously assigned to active duty (other than EAD) will be released 30 days prior to her estimated date of delivery. Documentation verifying the

estimated date of delivery must be provided by competent medical authority prior to the issuance of orders and that no complications have arisen since the onset of the pregnancy.

j. A female reservist will not be required to perform active duty for 4 months (applies to those Marines not on EAD) or IDT for 6 weeks after giving birth. This policy is also applicable to single female parents and one parent of a dual service couple in the case of adoption. The 4 month/6 week period (as applicable) for adoptions starts after the actual effective date of the adoption of a child. The reservist may waive any part of the deferment period. If the deferment is not waived and the unit performs Annual Training (AT), the reservist will attend an alternate AT.

10. Separation of Pregnant Marines

a. Upon medical certification of pregnancy, a Marine may request separation by submitting an Administrative Action Form to the appropriate separation authority as defined by reference (d). A request for separation will normally be denied per reference (d) unless there are extenuating circumstances which the Marine can substantiate by demonstrating overriding or compelling factors of personal need or that extraordinary circumstances of a humanitarian nature exist. The following guidance applies:

(1) Marines may not be separated on the basis of pregnancy alone nor on predictions of future performance of the Marine after birth of the child. References (d) and (f) provide for separations for the Convenience of the Government by reason of Parenthood or by reason of Dependency or Hardship should a Marine become unable to fulfill military obligations or become nonavailable for worldwide assignment.

(2) A pregnant Marine may be separated on the basis of pregnancy if a medical officer certifies that continuation on active duty jeopardizes the mental/physical health of the Marine or the healthy development of the unborn child. In other words, conditions have arisen, or have been aggravated to an excessive degree since entry into the Marine Corps, and separation will eliminate or materially alleviate the threat to the health and welfare of the Marine or unborn child. A Marine may be separated if there are no other means of alleviation reasonably available.

(3) Separation will not be authorized solely for personal convenience.

b. Requests for separation by reason of pregnancy will include a medical officer's certification of pregnancy. An

Active Component, AR, or Reserve Marine on EAD will provide a statement of understanding that the Marine acknowledges that she remains eligible for maternity care following her release from active duty/discharge only per reference (d).

c. Any such separation for pregnancy must be effected no later than 4 weeks prior to the estimated date of delivery; however, an earlier separation date may be requested. All such requests must include specific justification for separation, per reference (d).

d. Commanding officers will forward the Marine's request for separation to the separating authority with a recommendation for separation or retention on active duty.

e. An officer's request for resignation/release from active duty will comply with references (d) and (i).

f. To prevent the loss of potential mobilization assets, the separation authority will screen Marines being separated for pregnancy for transfer to the IRR vice discharge per reference (d).

g. A pregnant Reserve Marine serving in the SMCR without a drilling obligation may transfer to the IRR at her own request. A pregnant Reserve Marine with a mandatory drilling obligation must submit a request to transfer to the IRR via the appropriate chain of command to the Commander, Marine Forces Reserve/Commanding General, Marine Corps Reserve Support Command (for IMA personnel), as applicable. An SMCR Marine (either obligor or nonobligor) and a member of the IRR who desires a discharge must submit a written request to the Commander, Marine Forces Reserve or Commanding General, Marine Corps Reserve Support Command (for IMA personnel), as appropriate.

11. Action

a. Commanding Officers

(1) Will provide appropriate training as part of their units' orientation and annual troop information programs to ensure that Marines are aware of the contents of this Order and the broad range of medical, legal, financial, chaplain, and other services available to assist and encourage all Marines in making family life decisions that are supportive of both service obligations and their parental responsibilities.

(2) Will thoroughly counsel each pregnant Marine on the contents of this Order. A Marine who will become a single parent and Marines who are members of a dual military couple residing in a joint household will also be counseled regarding the availability of government housing (especially in high cost areas).

(3) Will ensure that appropriate unit diary and SORTS entries are run per paragraph 6 of this Order.

(4) May deploy pregnant Marines, in conjunction with advice from the medical officer, per paragraph 9 of this Order. These determinations will be made on a case-by-case basis and will be dependent on the unit's mission, the Marine's billet, available medical support, and medical authorization.

(5) Will ensure that a pregnant Marine is not required to perform duties, including PT or standing in formations, that in the opinion of the medical officer are hazardous to her or her unborn child.

(6) Will ensure that a Marine returns to a normal duty assignment commensurate with her grade, MOS, and the unit's requirements as soon after delivery as the medical officer certifies the Marine to be medically qualified for full duty. This will normally occur directly after the 6 weeks medical convalescence leave following the birth. A Marine needing additional personal time after being medically certified fit for duty may be granted annual leave per reference (1).

(7) May authorize up to 10 days permissive TAD for a married male Marine when his spouse gives birth dependent on the unit's mission, specific operational circumstances, and the Marine's billet. This authorization may be excepted for unmarried male Marines in circumstances such as, but not necessarily limited to, when the unmarried male Marine has sole-custody of the baby. This authorization for up to 10 days of permissive TAD commences the day of the child's birth and ends 25 days after the child's birth. If appropriate medical facilities are not available for delivery, then permissive TAD up to 10 days may be authorized for the male Marine to accompany his spouse prior to and immediately following delivery.

(8) May authorize up to 10 days permissive TAD for any Marines(s) adopting a child, dependent on the unit's mission, specific operational circumstances, and the Marine's(s) billet(s). This authorization extends to both members in a dual military status. Permissive TAD period should commence when the child is ready for placement to assist the parent(s) in relocating the adoptive child, formalizing legal requirements, establishing a child care program, and other tasks as required.

(9) May authorize a Marine to wear the maternity uniform for up to 30 days following her return to duty. Reference (m) prescribes regulations regarding the procurement and wearing of the maternity uniform. May authorize a Marine

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to wear the utility uniform in lieu of the maternity uniform during early pregnancy and after return to duty when the uniform of the day is normally service "C," "B," or Blue Dress "D."

(10) Will require that a Marine take the PFT and conform to the acceptable weight standards no later than 6 months after being returned to full duty by the medical officer. Additional time may be granted if necessary and recommended by the medical officer due to unique medical circumstances. A Marine should be encouraged to commence PT as soon as medically authorized.

(11) Will ensure that a Marine whose pregnancy terminates prematurely or results in a stillbirth provides a medical officer's certification that she is fit for full duty. A command climate of concerned leadership will be essential in helping Marines impacted by these type of traumatic events. The unique circumstances of each pregnancy dictate that the decision on when a particular Marine is physically qualified to take the PFT and may be reasonably expected to conform to weight standards will be made on a case-by-case basis by a medical officer's determination.

(12) Will ensure that Marines are afforded the opportunity to take advantage of available legal assistance for advice regarding their options in establishing paternity or child support.

(13) Are encouraged to work closely with commanders of DON medical facilities to encourage priority treatment for pregnant dependent spouses of imminently deploying male Marines among other pregnant dependent spouses receiving routine OB/GYN care.

b. CMC (M&RA)

(1) DC/S M&RA (MM) will track and report information on the number and disposition of requests for separation for pregnancy by FY to assist M&RA (MA) in studying the issues surrounding pregnancy and M&RA (MP) in meeting the reporting requirements per reference (a).

(2) DC/S M&RA (MP) has staff cognizance on this policy and will coordinate the effort to meet the reporting requirements to Assistant Secretary of the Navy (M&RA) per reference (a).

(3) DC/S M&RA (MA) will coordinate the study and analysis necessary to meet the reporting requirements in reference (a) concerning service analyses on the effects of pregnancy and other medical, administrative, and disciplinary factors on deployability of Marines.

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(4) DC/S M&RA (MH) will assess existing training and take steps, in conjunction with the CG MCCDC and the CMC (REL), to ensure that all Marines are informed about the contents of this policy, are properly educated about the Marine Corps Core Values and expectations regarding responsible behaviors, and are made aware of the broad range of services available to assist and encourage our Marines in making decisions that are supportive of both service obligations and their parental responsibilities at the following times:

- (a) Entry level training;
- (b) Professional Military Education (PME) courses;
- (c) Annually in the Troop Information Program.

c. CMC (AVN) will ensure that procedures for managing requests for flight waivers are disseminated throughout the aviation community and remain in accordance with reference (e).

d. CMC (HS) will meet the reporting requirements of reference (a) by working with BUMED to:

(1) Assess the health care risks associated with pregnancy and other types of medical conditions that may exist for Marines and Sailors assigned to operational/deployable commands and support commands with significant occupational health considerations (e.g., ship and airplane construction/repair facilities, high frequency communication gear, etc.).

(2) Assess the impact of the policy and actions ensuring priority for routine OB/GYN care as set forth in paragraph 4f of this Order.

(3) Assess the worldwide availability of and access to appropriately staffed and equipped military OB/GYN medical support. This assessment should include the possible impact of mobilization and assignment of pregnant Reserve Marines to duty stations within CONUS.

e. CMC (REL) will ensure that Marines and commanding officers are supported by chaplains prepared to counsel Marines and to provide commanding officers with additional training support on the issues of faith, character, parental responsibilities, personal decisions, and core values per reference (a).

f. CMC (JA) will coordinate to help ensure that appropriate judge advocates provide legal assistance relating to Marines' options in establishing paternity and obtaining child support.


g. CG MCCDC

(1) Ensure the policy contained in this Order and classes on sexually responsible behavior are presented during entry level training to both officer and enlisted Marines.

(2) Ensure the policy contained in this Order is presented as part of the leadership training presented in all PME courses.

(3) Ensure the policy contained in this Order and classes on sexually responsible behavior are incorporated into the annual requirement in the Troop Information Program.

12. Reserve Applicability. This Order is applicable to the Marine Corps Reserve.



G. R. CHRISTMAS
Deputy Chief of Staff for
Manpower and Reserve Affairs

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TO ALMAR
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MSGID/GENADMIN /CMC/MPP//
SUBJ/MCO 5000.12D CH 1 THE MARINE CORPS POLICY AND PROCEDURES FOR
/PREGNANT MARINES//
AMPN/THE REF IS MCO 5000.12D, THE MARINE CORPS POLICY AND PROCEDURES
FOR PREGNANT MARINES.//
RMKS/1. PARAGRAPH 11A(7) OF THE REF IS MODIFIED TO READ: MAY
AUTHORIZE UP TO 10 DAYS PERMISSIVE TAD FOR A MARRIED MALE MARINE
WHEN HIS SPOUSE GIVES BIRTH DEPENDENT ON THE UNIT'S MISSION,
SPECIFIC OPERATIONAL CIRCUMSTANCES, AND THE MARINE'S BILLET.
THIS AUTHORIZATION FOR UP TO 10 DAYS OF PERMISSIVE TAD COMMENCES THE
DAY OF THE CHILD'S BIRTH AND ENDS 25 DAYS AFTER THE CHILD'S BIRTH.
IF APPROPRIATE MEDICAL FACILITIES ARE NOT AVAILABLE FOR DELIVERY,
THEN PERMISSIVE TAD UP TO 10 DAYS MAY BE AUTHORIZED FOR THE MALE
MARINE TO ACCOMPANY HIS SPOUSE PRIOR TO AND IMMEDIATELY FOLLOWING
DELIVERY.
2. POC AT THIS HEADQUARTERS IS CAPT J. R. FLATTER, MPP-55, AT COML
(703) 614-3440 OR DSN 224-3440.//
BT

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FM CMC WASHINGTON DC//MP//
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SUBJ/MCO 5000.12D CH 2, MARINE CORPS POLICY ON PREGNANCY AND
/PARENTHOOD//
REF/A/DOC/CMC951004//
AMPN/REF A IS MCO 5000.12D, MARINE CORPS POLICY ON PREGNANCY AND
PARENTHOOD//
RMKS/1. THIS CHANGE IS APPLICABLE TO MARINE CORPS ACTIVITIES ON PCN
102 07020800. THE PURPOSE OF THIS ALMAR IS TO DIRECT PEN CHANGES
TO MCO 5000.12D, MARINE CORPS POLICY ON PREGNANCY AND PRENTHOOD.
2. ACTION
A. ON PAGE 8, PARAGRAPH 9C, REPLACE THE LAST SENTENCE WITH THE
FOLLOWING: "THE CMC (MMEA/MMOA) WILL NORMALLY NOT APPROVE EARLY
TERMINATION OF AN OVERSEAS RESTRICTED TOUR BECAUSE OR PREGNANCY
WHERE THE MARINE HAS COMPLETED LESS THAN 9 MONTHS OF HER TOUR UNLESS
DIRECTED BY COMPETENT MEDICAL AUTHORITY."
B. ON PAGE 13, PARAGRAPH 11A(7), ADD THE FOLLOWING SENTENCE
IMMEDIATELY AFTER THE FIRST SENTENCE: "THIS AUTHORIZATION MAY BE
EXCEPTED FOR UNMARRIED MALE MARINES IN CIRCUMSTANCES SUCH AS, BUT NOT
NECESSARILY LIMITED TO, WHEN THE UNMARRIED MALE MARINE HAS
SOLE-CUSTODY OF THE BABY.
C. ON PAGE 13, PARAGRAPH 11A(8), REPLACE THE FIRST SENTENCE WITH
THE FOLLOWING: "MAY AUTHORIZE UP TO 10 DAYS PERMISSIVE TAD FOR ANY
MARINES(S) ADOPTING A CHILD, DEPENDENT ON THE UNIT'S MISSION,
SPECIFIC OPERATIONAL CIRCUMSTANCES, AND THE MARINE'S(S) BILLET(S).
THIS AUTHORIZATION EXTENDS TO BOTH MEMBERS IN A DUAL MILITARY
STATUS."
3. POC AT THIS HEADQUATERS IS CAPT J. R. FLATTER, CMC, MPO-45, AT
COML (703) 614-3440 OR DSN 224-3440.

FORMAT FOR NOTIFICATION OF COMMANDING OFFICER

5000.12
Date

From: Marine's Grade, Full Name, SSN/PMOS, USMC(R)
To: Commanding Officer

Subj: NOTIFICATION OF CONFIRMATION OF PREGNANCY

Ref: (a) MCO 5000.12D
(b) MCO 1740.13A
(c) MCO P1900.16D

Encl: (1) Medical Certification of Pregnancy
(2) Separation Request (only if applicable)

1. I have been fully counseled and understand the contents of reference (a) and provide the following information:

a. This is to notify the command of my pregnancy. A medical certificate of pregnancy is provided as enclosure (1) and includes the estimated date of delivery and whether any medical reasons exist which make remaining in a full duty status inadvisable.

b. I understand that I am responsible for making arrangements for child care during regular working hours, duty, exercises, war or combat contingency deployment, etc., and will develop a Family Care Plan per reference (b). (Applies to Active Component, AR, and Reserve Marines serving EAD only.) I understand that I am responsible for making arrangements for child care during periods of active duty/inactive duty for training and upon mobilization and will develop a Family Care Plan per reference (b). (Applies to SMCR Marines only.)

c. I understand that I remain otherwise eligible for reenlistment and will serve on active duty until the expiration of my active service obligation. (Applies to Active Component, AR, and Reserve Marines serving EAD only.) An SMCR Marine will indicate that she will remain in the SMCR.

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d. I understand that I may request separation and remain eligible for maternity care until the birth of my child per reference (c). (Select only one of the following two sentences.) If I feel that extenuating circumstances exist which preclude my further service, I understand that I must request for separation per paragraph 10 of reference (a). Since I feel that extenuating circumstances exist which preclude my further service, enclosure (2) is my request for separation per paragraph 10 of reference (a).

e. I understand that I remain available for worldwide assignment and that there is no guarantee of special consideration in duty assignments or duty stations based solely on my pregnancy or the fact that I will have a dependent, except as provided for in reference (a).

f. I am aware of the limitations of eligibility for dependent housing and shipment of household goods (applies to Active Component, AR, and Reserve Marines serving on EAD as E-4's and below).

2. I will advise the command of any unexpected changes in my medical status and will return to full duty as soon as medically authorized.

3. I understand that I must be prepared to pass the Marine Corps Physical Fitness Test and conform to the acceptable weight standards no later than 6 months following my return to full duty. I will commence physical training as soon as medically authorized.

(Signature)

ENCLOSURE (1)